

Community Health Alliance

Executive Director / CEO

EIN 363627205

MT · NTEE T31

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kira Huck, Executive Director / CEO** (\$50,084) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Kira Huck — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T31).

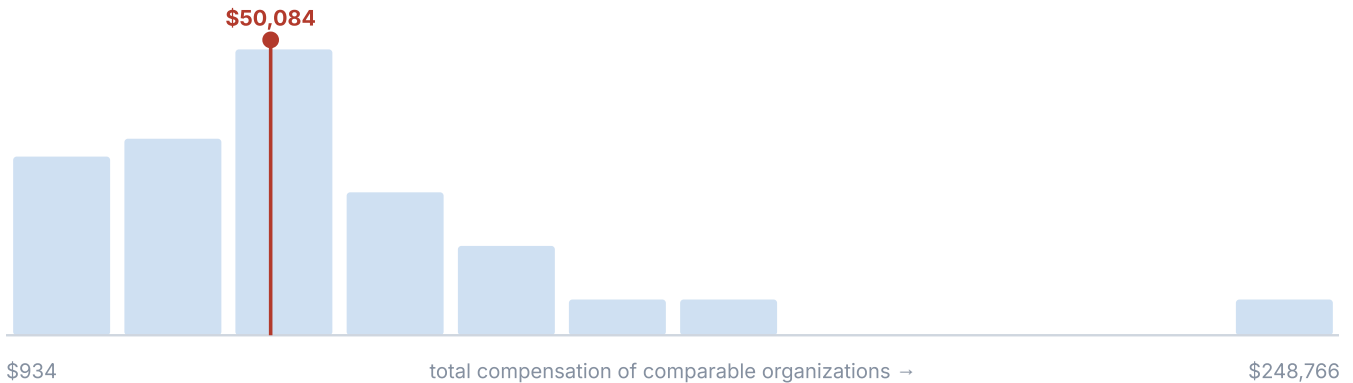
BUDGET Total revenue between \$287,095 and \$642,750 — 0.67x to 1.50x the subject's \$428,500 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

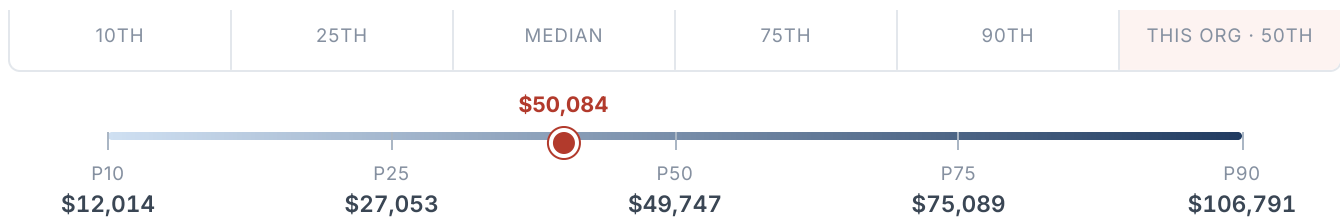
56 organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,014	\$27,053	\$49,747	\$75,089	\$106,791	\$50,084
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MT cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Diana Gregory Outreach Services	AZ	\$427,340	Ceo	\$55,142	\$49,197	2024
Los Alamos Community Foundation	NM	\$426,312	Former Exec	\$76,038	\$75,870	2024
The Edgar County Community	IL	\$430,797	Dev Mgr	\$30,000	\$27,361	2024
Turning Points For Children Charitable	PA	\$432,889	Treasurer	\$11,487	\$10,941	2023
Elkin Academic Enrichment	NC	\$433,077	Executive Di	\$10,331	\$9,903	2024
Chicago Dental Society Foundation	IL	\$433,562	Executive Di	\$148,185	\$139,141	2023
Mountain Gateway Community	VA	\$433,611	Executive Director	\$28,212	\$26,016	2023
Columbia Gorge Community College	OR	\$420,993	Executive Director (Thru 02/23)	\$78,963	\$70,036	2023
Rio Grande Valley Philanthropic	TX	\$437,822	Ceo	\$96,000	\$89,086	2024
Hero's Cup Hockey Inc	MA	\$437,840	President (Through 10/2023)	\$13,333	\$11,443	2023
Check 1002 Charitable Trust	GA	\$418,995	Trustee	\$21,408	\$19,969	2024
The Ben Hogan Foundation	TX	\$438,538	Executive Director	\$123,101	\$114,236	2024
Webster Arts	MO	\$412,408	Executive Director	\$53,680	\$52,744	2024
Jewish Community Foundation Of Greater Prescott	AZ	\$412,204	Executive Director	\$30,000	\$26,076	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Foundation Of Orange	CA	\$409,995	Executive Dir.	\$75,363	\$60,371	2024
Optima Giving Foundation	GA	\$450,748	Trustee	\$46,456	\$43,333	2024
Knoxville Hospital & Clinics Foundation	IA	\$405,175	Foundation Director	\$12,034	\$12,584	2023
Kauai North Shore Community	HI	\$403,438	Executive Di	\$95,986	\$79,723	2024
Greater Cedarburg Foundation Inc	WI	\$454,322	Assistant Secretary	\$57,748	\$57,602	2023
Iowa Area Development Group Community	IA	\$398,999	Ceo	\$95,538	\$97,044	2024
Viroqua Area Foundation	WI	\$398,516	Treasurer	\$3,000	\$2,907	2024
Austin Area Foundation	MN	\$459,905	Executive Dir.	\$51,935	\$49,013	2023
Danville Public School Foundation Inc	IL	\$396,949	Executive Director	\$42,840	\$38,065	2025
Cuivre River Electric Community Trust Inc	MO	\$392,951	Crec's President & Ceo	\$249,636	\$245,285	2024
Greater Polson Community Foundation Inc	MT	\$465,365	Admin Assistant	\$43,594	\$43,594	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MT cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 56 organizations. Compensation range \$934–\$248,766; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$428,500); for reference, expenses \$590,344 and assets \$6,971,850.
ROLE MATCH	Kira Huck, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	50 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	32 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Kira Huck) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 56 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,084 is reasonable (approximately the 50th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.